Transformation of Work and Employment in the New Economy

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Outline of Presentation

- → The New Economy--A Framework for Understanding Change
- → Work and Employment in the New Economy
- → Promoting Community-Based Careers--Policy Implications

Industrial Economy

Information Economy

Boundaries of Economy

 Nation-state with effective control, ensuring stable demand, Keynsian policy

Organization of Production

 Large firms dominate industry clusters; Taylorist work organization

Modes of Competition

 Stable mass markets; Expand market share; Cut costs and improve productivity.

- Global and local economy.
 Political structures don't match economic reality.
- Smaller, more disperse firms;
 mixed work organization; mixed work systems
- Constantly shifting niche markets; Quality, innovation and responsiveness to customer demands; Cost cutting and risk displacement

Labor Markets & Flexibility

Flexible Work

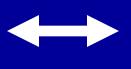
- → Structural volatility in information industries
- → Rapid skill changes
- → Reflexivity in work tasks

Flexible Employment

- → Network production
- → Short-term/temporary relationships
- → Mediated management practices

Work Opportunities and Obstacles

Innovation and dynamism



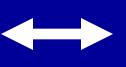
Instability and insecurity

Lifelong learning



Skills obsolescence

Creative, motivated labor important



Just-in-time/routine labor undervalued

Employment Relations

- **→** Tenuous and Transient Employment
- → Mismatch in Legal/Institutional Framework
- **→** Components Needing Reform
 - Health
 - Unemployment Insurance
 - Representation
 - Compensation
 - **—**

Building Successful Careers

- → Human Capital and Learning
- → Social Capital and Networking
- → Political Capital and Influence

Building Community-Based Careers: An Ideal Model

Build Regional Occupational Communities

- Career Focused, not Jobs
- Access to Learning Networks
- Ensure Livelihoods
- Expanding Voice
- Mediate Risk